



United States  
Department of  
Agriculture

Office of the  
Assistant Secretary  
For Administration

Office of  
Human Capital  
Management

1400 Independence  
Avenue SW  
Washington, DC  
20250-9600

Mr. Eugene P. Grapa  
Chairman  
Association of Christians Reaching Out in  
Service and Support  
1170 4<sup>th</sup> Avenue South  
Park Falls, Wisconsin 54552

JUL 8 2005


Dear Mr. Grapa:

Thank you for submitting a completed Declaration Statement and a copy of your organizations' Constitution and Bylaws as required in Departmental Regulation 4020-251 (Associations of Management Officials and/or Supervisors and Other Organizations). These documents have been reviewed, and I have determined that your organization conforms to provisions of 5 CFR §251.102. As a result, the Association of Christians Reaching out in Service and Support is recognized as an employee organization under DR 4020-251 and is subject to the policies contained in that directive, including limited support of organizational activities as described.

This recognition is for an indefinite period of time, subject to your organization's compliance with provisions of DR 4020-251. Any changes to your organization's contact information and a copy of the Constitution and Bylaws should be sent to the Director, Office of Human Capital Management within 30 days after such changes take place.

Questions related to the contents of this memo should be directed to Pete Rockx, Labor Relations Program Manager, Performance Management and Policy Division, at (202) 720-0065, or by email at [peter.rockx@usda.gov](mailto:peter.rockx@usda.gov).

Sincerely,

  
for Ruthie Jackson  
Director  
Office of Human Capital Management

cc: Human Resources Director, FS